

EWSETA



CHRONICLE

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MESSAGE FROM OUR CEO

Skills development and capacity building continues to be top of the agenda in the rapidly changing world of work in many industries worldwide.

The energy and water sector in South Africa and Africa requires critical investment in capacity building to ensure that the water and the energy challenges that ravage the continent become a thing of the past. In response to the recent severe demand placed on the South African grid our President on 25 July 2022, outlined the challenges, but more importantly what needs to be done now and in the future to achieve stability of our energy grid.

During his presentation, the President said: "One of the challenges that Eskom has faced has been the shortage of skilled personnel and engineers. The utility is now recruiting skilled personnel, including former senior Eskom plant managers and engineers from the private sector. These skilled personnel will support various personnel and help to ensure that world-class operating and maintenance procedures are reinstated."

The above statement reflects the dire need for a capable workforce that has the relevant skills to ensure energy security is a reality. In saying this, the role of skilled personnel in South Africa's energy sector has been highlighted and the multitude of stakeholders in the energy sector need to work together to find solutions and to capacitate the sector with the skills it needs.

In delivering on its mandate to drive skills development in the energy sector, the EWSETA is required to take a holistic approach to capacitating the sector that will result in projects and programmes to capacitate the numerous sub-sectors we serve with the skills required.

Our robust partnership strategy is yielding fruit in ensuring a credible skills demand and focus on relevant and quality training in the workplace.

The planned reforms of South Africa's water sector that aim to increase investment in the maintenance and construction of water infrastructure and improve water



quality bodes well for the sector that is equally beset with a variety of challenges.

The proposed National Water Resource Infrastructure Agency (NWRIA) aims to improve water-use licensing processes, implementation of a revised raw water pricing strategy, strengthening of regulation of water pricing and service standards, as well as institutional inefficiencies in municipal water and sanitation services. We look forward to these changes and commit to work with all the relevant structures to ensure that skills needs are factored in.

EWSETA remains optimistic about South Africa's ability to rise above the current energy and water challenges. Together with the PSET system, industry and other partners we can realise the objectives of the NDP goals of building a capable and ethical workforce for the energy and water sector. I am grateful to the EWSETA team and our valued stakeholders in raising their hands to be part of such a critical mandate.

Mpho Mookapele



NOTE FROM THE EDITOR

Welcome to edition 20 of the EWSETA Chronicle.

In the previous edition, I concluded my note by saying that we were all "...working hard to finish the 2021/22 financial period on a strong note' and I am pleased to say we did!

We will share our exact achievement in our 2021/2022 Annual Report and in the next Chronicle edition, however, I can attest to EWSETA having done exceptionally well in the face of a challenging year in which we were all still in the throes of the chaos caused by COVID-19. Coupled with this, has been some major projects that we have implemented, including the development of our new MIS/ERP system which went live for the 2022 Workplace Skills Plan and Annual Training Reports submissions where we exceeded our target.

Thank you to all our employers and SDF's who worked with us to ensure that the transition to the new system was smooth and effective, and a special "thank you" to those who took the time to drop us a note of appreciation for the staff who worked tirelessly in the background, supporting calls way into the evening and setting up dedicated meetings with stakeholders to take them through system challenges. Your recognition of our commitment is appreciated.

Another major project that is set to position EWSETA as a true skills development and education "Authority", is the development of our new Operating Model and Organisation Design, which I am pleased to report is well into Phase 2. Details on the Operating Model and Organisational Design process can be found on pages 12 and 13.

Sector stakeholder partnerships are a dominant theme in this edition of the newsletter. On page 5 we have supplied details on a partnership agreement entered into with the Council for Scientific and Industrial

Research (CSIR), on pages 10 and 11 we have focused on the EWSETA Stakeholder Breakfast held in June 2022, and then on pages 16 and 17 you will find details on our partnership with the Nuclear Industry Association of South Africa (NIASA) and the amazing project we are collaborating on in support and development of Women Leadership in the Nuclear Sector.

With all the good news, we unfortunately have some sad news for stakeholders who have formed a strong bond with one of our amazing EWSETA Colleagues, Tsholofelo Mokotedi, who after many years with EWSETA has entered a new phase of her life. Our farewell to a phenomenal woman who has left an indelible mark on the skills development landscape of this country and particularly on the energy and water sectors can be found on pages 18 and 19. I am sure you join me in wishing her everything of the best in her future endeavours.

The 'Piece de Resistance' has to on be Page 21 where we have showcased some of our exceptional staff at EWSETA, who in the face of an extremely challenging and busy work schedules, were able to complete demanding studies. Robyn Vilakazi, Salome Mojapelo, Patience Montshiwa and Thabisa Guma have done the EWSETA proud. I take my hat off to them for their remarkable achievements.

As always, there is much to read in the bumper edition, so on that note, I wish everyone well. Spring is in the air. I love this time of the year as it speaks to new beginnings and these are always a good thing!

Until next time, take care.

Candice Moodley



A very big **THANK YOU** to sector stakeholders who successfully submitted their annual Workplace Skills Plan and Annual Training Report via the EWSETA's new system on time. Whilst the successful completion of this process delivers benefits to sector stakeholders, it also shows your commitment to developing skills in South Africa's energy and water sectors. In addition, the information gathered from the WSPs submitted fulfils a critically important research and skills planning function for the EWSETA.

We are pleased to announce that the 203 submissions received have exceeded our target, but on the flip side though, this only represents 20% of our levy-

paying employers. This remains an area of focus for the EWSETA as employer involvement in skills development is an important success factor.

One of the EWSETA values is 'Teaming' and this has been evident throughout the process in that our internal team has worked closely with sector stakeholders to reach this achievement.

Employers who are not participating in this process on an annual basis are urged to contact the EWSETA to enable future participation. Please send a mail to gloriem@ewseta.org.za if you wish to find out more.



CALLING EWSETA EMPLOYERS - HAVE YOUR SAY

The EWSETA is rolling out a survey for its levy-paying employers that aims to gain key insights into our levy-paying employers, as well as their participation in and awareness of EWSETA skills development initiatives. We also seek to determine how satisfied our energy and water employers are with the service they receive from the EWSETA. This survey will take no longer than 10 minutes to complete and we urge our employers to participate.



Click here to access the survey

EWSETA HIGHLIGHTS THE ROLE OF SKILLS AT AEI



Packed with invaluable insights and opinion, the Africa Energy Indaba (AEI), that took place from 1 – 3 March 2022 at the Cape Town International Convention Centre, once again lived up to its reputation of presenting novel and fundamental advances in the field of energy.

The Mineral Resources and Energy Minister Gwede Mantashe delivered the keynote address during which he emphasised that notwithstanding the vast individual energy resources across the continent, including mineral resources that were catalytic for a low carbon and environmentally sustainable world, energy poverty still prevailed. He further called for Africa to define its own Just Energy Transition that would economically empower and enable the continent to grow with its own agenda and execution.

During her presentation, the EWSETA's CEO, Mpho Mookapele, placed extensive focus on the important role that employers play in determining the 'right skills' needed for South Africa's energy sector.

Participants made intensive use of the three-day conference to advance future projects, share information and not only establish new but maintain existing networks. Speakers and luminaries from the energy landscape gathered to discuss, debate, and pursue lasting solutions to enable adequate energy supply across the continent.

Expert advice and insights were imparted concerning the opportunities available in the Just Transition to sustainable energy systems with the expectation of addressing the challenge of energy poverty.

The conference covered a wide range of highly relevant topics of energy policy and the role of government, energy funding, green hydrogen, grid technologies, renewable and cleaner energy, energy storage, energy for transport and energy efficiency.

The AEI 2022 event represented an important node for energy industry professionals to exchange knowledge, experience and information and confirmed AEI's commitment to meaningfully contribute to the development of the African energy sector for the benefit of all Africa's people.



Talking on a Just Energy Transition, the Minister for Mineral Resources and Energy, Gwede Mantashe, said: "Our overall response must be a fair, balanced and inclusive transition. At its centre must be the people and their livelihoods. The transition resets present economies, changes the nature of industries; gives newer logics to jobs and skills sets required. We, therefore, need to engage with this reality in a pragmatic manner, and refocus the debate away from the narrow techno-determinist view to one that focusses holistically on what this means for developing African societies."



Seen here speaking to the Minister for Mineral Resources and Energy, Gwede Mantashe, at the EWSETA stand are: Khaya Gqamane, EWSETA Energy Administrator, Khetsiwe Mtiyane, EWSETA Energy Specialist and Renecia Wilson, EWSETA's Acting Project Manager.

EWSETA'S STRATEGIC GOAL TO PARTNER WITH INDUSTRY STAKEHOLDERS

The EWSETA's strategic goal to partner with industry stakeholders as it seeks to pursue its skills development mandate in the energy and water sectors has gained extensive momentum.

The partnership agreement signed with the Council for Scientific and Industrial Research (CSIR) earlier this year will, among other benefits, strengthen the EWSETA's research agenda.

"Partnerships serve as mutually empowering relationships and focus on mutual growth, organisational and sector development and above all, on achieving impact," states Mpho Mookapele, CEO for the EWSETA, "And we believe that programmes implemented in partnership with industry stakeholders will increase the collective knowledge, skills, reach, and experience applied to an initiative."

"Programmes implemented in partnership are likely to be better at encouraging and enabling the real participation and investment of employers and learners," she adds.



Seen here are Mpho Mookapele, CEO for the EWSETA, and Dr Thulani Dlamini, CEO for the CSIR

During his address at the function held to commemorate the conclusion of the partnership between the EWSETA and CSIR, the CEO for the CSIR, Dr Thulani Dlamini, described water as being transversal in nature and that the EWSETA plays a key role in two enabling sectors. He highlighted the point that natural synergies exist between the CSIR and EWSETA, hence the importance of this particular partnership.



EWSETA A KEY SUPPORT PARTNER FOR TEAM SA AT WORLD- SKILLS AFRICA



towards a direction that demands the world to invest in artisanal skills and South Africa should not be left behind.”

At the closing ceremony held on 2 April 2022, team South Africa scooped eight medals. However, the biggest winner at the WorldSkills Africa Competition was Africa. The Minister of Higher Education, Technology and Innovation in Namibia, Dr Itah Kandjii-Murangi applauded all competitors for having shown resilience and proving to the world that Africa has got talent and is capable of anything.

Appreciating the work WorldSkills is doing in partnership with the African Union, Namibia’s Deputy President, Dr Nangolo Mbumba said during his closing keynote address, “the objectives of the Africa conglomeration align well with our 2063 continental agenda, that serves as Africa’s blueprint for sustainable and inclusive growth and development through which we envision as African nations, to build an integrated prosperous and peaceful continent. It is a vision founded on the development of Africa’s people as its most important resource and one which recognises the transformation potential of Technical and Vocational Education and Training.”



South Africa is one of
85 COUNTRIES
affiliated to WorldSkills International (WSI) and has been a member since 1990, making it the first African country to be a member of WorldSkills International.



The MTC Dome in Swakopmund, Namibia was a hive of activity during the second WorldSkills Africa Competition from 28 March to 2 April 2022. Contestants from the Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Uganda, Madagascar, Namibia, Rwanda, South Africa, Zambia, as well as the 8-strong Team Refugees team, stepped up to the plate to exhibit their skills and demonstrate just what young African people are capable of.

The competition showcases a new, exciting and capable future for Africa and more than 100 talented young people from across the African continent competed in 16 skills categories.

The Vice President of Namibia, Mr Nangolo Mbumba, opened the prestigious event. He highlighted the important role the African youth will play in building a prosperous Africa. This sentiment was further emphasised by the President of WorldSkills International.

The EWSETA was represented at the event by Dr Nandi Malumbazo, a member of the EWSETA Accounting Authority, Mpho Mookapele, CEO for the EWSETA and Lungile Tshabalala, Provincial Operations Manager for the EWSETA.

When interviewed by the Namibian Broadcasting Corporation at the WorldSkills Africa Competition, Deputy Director-General for Skills at the Department of Higher Education and Training, Mr Zukile Mvalo, said: “We will ensure that the number of graduates coming out of our TVET sector are of a high quality because today’s world economies are proving to be moving

“AFRICA IS HAMPERED BY SCARCITY OF SKILLED LABOUR WHILE POSSESSING THE RICHNESS OF YOUNG MINDS THAT MAKE UP MORE THAN 60% OF THE AFRICAN POPULATION A HEALTHY DIVIDEND CAN BE DERIVED FROM PROPER AND TIMELY INVESTMENT IN SKILLING OUR CONTINENT”





WorldSkills International (WSI) was established in 1950 as a non-profit organisation, with the mission to promote and facilitate, through co-operation and worldwide awareness, the essential contribution that skills and competitive standards make to the achievement of economic success.



The 16 Skills Categories

1. Refrigeration and airconditioning
2. Electrical Installations
3. Joinery
4. Plumbing and heating
5. Bricklaying
6. Wall and floor tiling
7. Water Technology
8. Mechanical engineering (CAD)
9. Welding
10. Mechatronics
11. Restaurant service
12. Hairdressing
13. Cooking
14. Fashion technology
15. Web technologies
16. Automobile technology



A BREAKFAST FOR CHAMPIONS

The EWSETA and the Construction Education and Training Authority (CETA) joined forces to collaborate with the Department of Higher Education and Training to host a breakfast for the South African competitors and experts on 2 April 2022.

At the breakfast, the Deputy Minister of Higher Education and Training, Buti Manamela called upon the Sector Education and Training Authorities and other key stakeholders to continue being part of the journey that seeks to ensure that government reaches its target

of producing 30 000 quality artisans by 2030. The Deputy Minister also implored upon competitors to be champions and advocates of the work government is doing to encourage their peers to take up artisanal opportunities that government is making available through TVET Colleges.

Ms Mpho Mookapele, CEO of EWSETA and Mr Malusi Shezi, CEO of CETA gave words of encouragement in their thanksgiving addresses to South Africa's competitors and experts.



Team SA's Achievements in Competition

CATEGORY	MEDAL	COMPETITOR	INSTITUTION
Automotive Technology	Gold	Ceajay Bosman	Port Elizabeth TVET College
Bricklaying	Gold	Lungelwe Mtetwa	Coastal TVET College
Fashion Technology	Gold	Thulubheke Ncanana	Durban University of Technology
Plumbing	Gold	Siphesihle Masina	Gert Sibande TVET College
Hairdressing	Gold	Hilke Minnie	College of Cape Town / Hugo The Chair Company
Mechatronics	Silver	Boesman Mpete and Gift Morokolo	Tshwane University of Technology
Cooking	Silver	Daivy Ramphela	Waterberg TVET College
Web Technologies	Bronze	Azanda Zama	Institute Turmeric Digital

Team SA also was also awarded Certificates of Participation in Water Technology and Refrigeration and Air Conditioning. There were no winners in these categories due to the limited number of competitors.



STAKEHOLDER ENGAGEMENT SESSION BOOSTS PARTNERSHIPS STRATEGY

At an event held on 15 June 2022 in Sandton, the EWSETA met with key stakeholders to unpack the important role that stakeholders and partners play in securing a more sustainable future for the energy and water sectors through meeting the skills needs of the sectors.

Key information from the EWSETA's Strategic Plan and 2022/2023 Annual Performance Plan was shared with guests at the event so that they could identify where and how they can play a role in the achievement of EWSETA's skills development strategic objectives.

"Partnerships with strategic stakeholders in South Africa's energy and water sectors are key to meaningful skills development and as a collective we can make a tangible impact on the country's fight against poverty, unemployment and inequality," comments Mpho Mookapele, EWSETA CEO.

The event also provided the opportunity to introduce EWSETA stakeholders to the Executive Management team and the sector team members, as well as allow for networking with key players in the energy and water sectors.





EWSETA OPERATING MODEL AND ORGANISATIONAL DESIGN PROJECT GAINS MOMENTUM

The implementation of the National Skills Development Plan 2030 in April 2020 provided SETAs the opportunity to reassess their delivery models to ensure that the outcomes of the NSDP 2030 are efficiently and effectively delivered utilising a structure that is appropriate to the size of the sector/s served and the levy income received.

Through EWSETA's own assessment, it became clear that there were areas in its operating model that required vast improvement to allow for, amongst others, the demolition of existing silos to ensure seamless operations throughout the organisation, improved organisational performance and financial sustainability.

In 2020, the EWSETA embarked on an Operating Model and Organisational Design development process that sought to critically review the EWSETA's organisational system holistically, ensuring alignment with its strategic direction and mandate. This process included the assessment of the people, processes and technology required for the entity to deliver on our mandate as an 'Authority'.

A critical first step was the assessment of the core and support capabilities required for the EWSETA to deliver on

its value proposition, as well as an analysis of the entity's 'As Is' state. The process then required that the EWSETA clarify how an 'Authority' on skills and development within the energy and water sectors would function. The information gathered and findings made served to inform the desired 'Future' state.

Based on the aspirations of the organisation to operate more effectively within its role as a Sector Authority, organisational functioning and capabilities should facilitate the transition from being very transactional, to more strategic. It is important, therefore, to define who will be responsible to ensure value creation within the organisation and how these functions or capabilities will be organised.

As a result, the organisational design effort includes the redesign of the current organisational structure.

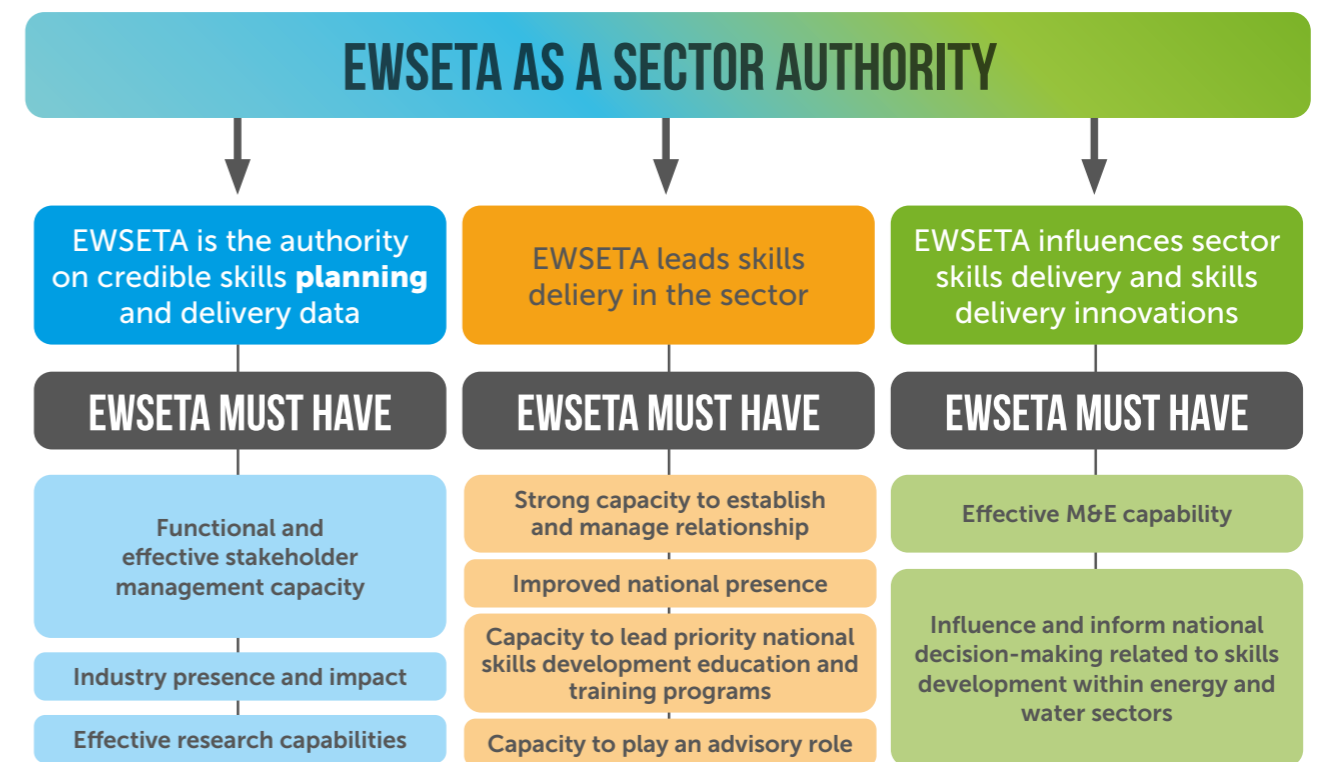
The EWSETA requires a structure that will enable improved operational efficiencies, as well as customer or stakeholder centricity. This implies that the proposed structure would be required to bridge the gaps as identified during the as is assessment and propel the organisation towards its desired state or towards functioning as an authority.

Based on the 'as is' assessment conducted, it was evident that the EWSETA required a fit for purpose structure that would address the challenges experienced by the organisation. These included:

- Improving overall organisational efficiency and effectiveness
- Improving role clarity by reducing existing functional and role duplications evident in the structure
- Improving organisational integration by reducing silo functioning

These improvements would enable the organisation to achieve a suitable level of operational efficiency to function as an authority. Similarly, the proposed structure would have to address the skills needs of the organisation associated with increased sector impact. This implies that more specialist roles and improved stakeholder engagement and partnerships capabilities would need to be incorporated in the structure.

“COLLECTIVELY, THE ELEMENTS IN THE NEW OPERATING MODEL WILL ENSURE THE HIGHEST SECTOR IMPACT BY RECONFIGURING CORE SKILLS PLANNING AND DELIVERY PROCESSES, AS WELL AS THOUGHT LEADERSHIP CAPABILITIES.”





A SKILLED LABOUR FORCE FOR A JUST ENERGY TRANSITION

A 'Just Energy Transition' seeks to protect the rights of the workforce throughout transition away from high carbon industries and towards sustainable economic sectors. This includes reskilling where appropriate and a fair distribution of benefits, alongside recognition and participation of affected communities.

Studies have found that more attention is required to assess skills provision, alongside upskilling the workforce, or risk the transition being unjust. Regional disparities in skills availability could be mitigated through a local skills provision system whereby stakeholders can review

training opportunities, identify emergent skill-gaps and leverage investment. In addition, greater devolution to local authorities would enable them to support stakeholders more effectively.

The EWSETA, in partnership with its energy sector stakeholders, has a key role to play in driving skills for a Just Energy Transition. We urge our stakeholders to engage with us to develop and implement skills development strategies and partnerships that will play a key role in the move from high carbon to renewable energy in South Africa.

RES4Africa, in partnership with CSIR and ERM, has conducted valuable research into the changes necessary in employment and workers' skills in line with the shift to renewables, as well as lessons learned from other countries transitioning away from coal. Click on the link to review the study report.



As part of ensuring a just transition, we will need to put measures in place that plan for workforce reskilling and job absorption, social protection and livelihood creation, incentivising new green sectors, diversifying coal dependent regional economies, and developing labour and social plans as and when ageing coal-fired power plants are decommissioned". – *President Cyril Ramaphosa*

EWSETA CEO PARTICIPATES IN KEY RES4AFRICA STAKEHOLDER EVENTS



The Renewable Energy Solutions for Africa (Res4Africa) Foundation was founded in 2012 to support Africa's just energy transition and facilitate the achievement of SDG7 (ensuring access to affordable, reliable, sustainable and modern energy for all).



Ensure access to affordable, reliable, sustainable and modern energy for all

It functions as a bridge between Europe and Africa, gathering a network of members from all over the clean energy sector from both continents and high-level international partnerships. The organisation aims to ensure constant dialogue between the most relevant energy stakeholders willing to mobilise investments in clean energy technologies.

Res4Africa has been active in South Africa since 2019 and has created a local presence through the hosting of dedicated events, designing custom projects and producing reports.

In recent months, the EWSETA has been invited to participate in two Res4Africa events that has provided the EWSETA an ideal opportunity to highlight the role it plays as a skills development authority in the energy sector, with a specific emphasis on the role of skills in a just energy transition.

Mpho Mookapele, CEO for the EWSETA, was invited to present at Res4Africa's 10th Anniversary celebration themed "Setting Priorities for Africa's Sustainable Energy Transition".

On 14 June 2022, as part of Res4Africa's event under the theme "South African Energy Transition and the disruptive factors driving electricity market evolution" Mpho Nookapele moderated the session that focused on decarbonisation and C&I market.

During this session, presentations were delivered by Dr Crispian Olver, Director of the Presidential Climate Commission, Professor Mark Swilling, Co-Director of the Stellenbosch Centre for Complex Systems in Transition, Mandy Rambharos, Head of Just Energy Transition at Eskom, as well as NERSA.

RES4Africa 10th Anniversary

Setting priorities for Africa's sustainable energy transition

24th of May, 2022

10:00 AM CET

Online

@res4africa

The EWSETA concluded a partnership agreement with NIASA whilst at the Nuclear Technology Imbizo.



EWSETA SET TO PLAY IMPORTANT ROLE IN NUCLEAR ENERGY SKILLS DEVELOPMENT

The South African Economic Reconstruction and Recovery Plan (ERRP) proposes several priority interventions intended to achieve energy security, whilst at the same time effectively transitioning to cleaner energy sources. Of these, the need to prepare for a nuclear programme at a pace and a rate that is affordable, has been identified as a viable contributor to the country's energy mix and stability on the national grid. IRP

The resultant increase in capacity, requires increased supply of appropriate and relevant skills.

Human capacity and skills development was just one of many unpacked at the Nuclear Technology Imbizo held at the Cape Town International Convention Centre on 16 – 17 March 2022 under the theme "Promoting Global Strategic Partnerships to Support the South African Nuclear Build Expansion Programme".

The event, hosted by the Nuclear Industry Association of South Africa (NIASA), in partnership with several key industry stakeholders, highlighted action required to overcome obstacles to train and educate a highly knowledgeable and skilled nuclear workforce. The Imbizo highlighted the risk the country and industry faces with regards to loss of critical skills. The ageing workforce in the nuclear industry further presents a challenge that needs to be addressed to ensure growth and that the IRP 2019 objectives are met.

Mpho Mookapele, Chief Executive Officer for the Energy and Water Sector Education and Training Authority (EWSETA), shared information on the importance of skills development in South Africa's nuclear sector, but more specifically on the role that the EWSETA, in collaboration

with industry and the Post School Education and Training (PSET) system, will play in capacitating the sector with relevant skills. This requires strategic partnerships with local and international players.

"It is fortuitous that the theme of the Imbizo focuses on strategic partnerships," comments Mookapele.

EWSETA recognises the critical role collaboration and partnerships play in building a capable workforce to serve the industry. A fragmented approach to skills planning and skills delivery will not allow the country to achieve its planned goals. To achieve the results required, the country needs a significant investment in skills development and stakeholder collaboration within the country's many sectors.

To this end, the Imbizo presented the ideal opportunity for the signing of a collaborative agreement between the EWSETA and NIASA.

"Through collaborative partnerships such as this one with NIASA, we will 'have our finger on the pulse' of the nuclear industry and in doing this will gain insight into the industry, which will, in turn, inform future skills planning and delivery," adds Mookapele.

The partnership has got off to a flying start.

The energy sector reflects a significant gender disparity in leadership roles and there is a need for capacity building initiatives to close the glaring gap. The EWSETA has partnered with NIASA and Women in Nuclear South Africa (WINSA), to capacitate thirty women from the nuclear sector with skills and knowledge to take up and grow in leadership roles in the industry.



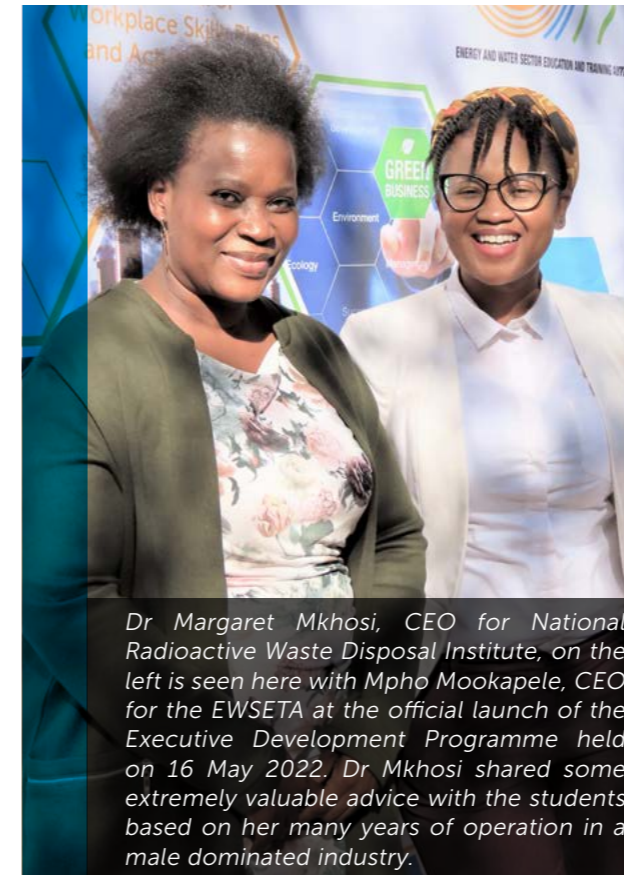
The group of students from South Africa's nuclear industry who are being funded by the EWSETA for an Executive Development Programme with Wits Business School.

The programme, that is being fully funded by the EWSETA, follows the success of the EWSETA/Wits Business School 2021 Women in Energy Executive Development Programme and will again be hosted by Wits Business School.

"This exciting programme is aimed at senior women leaders in the nuclear industry and specialists who need to transition to managerial or executive roles and is framed around the requirements of the new world of work," enthuses Mookapele "and it seeks to upskill candidates, as well as develop self-mastery and leadership skills."

The EWSETA calls on the nuclear industry to strive for inclusive economic participation by ensuring that all have access to job and business opportunities in the value chain. Young people and communities must be made aware of these opportunities through community engagements and be capacitated to meaningfully participate in the economic activities.

EWSETA COMMITS TO PLAYING A LEADING ROLE IN DRIVING SKILLS DEVELOPMENT IN THE ENERGY SECTOR TO ENSURE ENERGY SECURITY AND ADVANCE GROWTH FOR THE SECTOR," CONCLUDES MOOKAPELE.



Dr Margaret Mkhosi, CEO for National Radioactive Waste Disposal Institute, on the left is seen here with Mpho Mookapele, CEO for the EWSETA at the official launch of the Executive Development Programme held on 16 May 2022. Dr Mkhosi shared some extremely valuable advice with the students based on her many years of operation in a male dominated industry.



Mpho Mookapele, CEO for the EWSETA, is seen here with Knox Msebenzi, CEO for NIASA.

FAREWELL TO A SKILLS DEVELOPMENT STALWART

After 11 years of dedicated service, in April 2022, Tsholofelo Mokotedi who was the Acting Executive for the Planning, Reporting and Monitoring, left the EWSETA.

During her tenure with the organisation, anyone who met or interacted with Tsholo, would agree she oozes passion for skills development and the empowerment of young people in South Africa.

Tsholo, who has a BA (Psychology and Criminology) and a Higher Education Diploma from the University of Limpopo, joined the EWSETA in 2011 as Water Sector Manager. She went on to fill the role as Acting COO in 2014, and then in 2016 was appointed Acting Executive for Stakeholder Engagements and Sector Collaboration, a role that was subsequently rationalised to Planning, Monitoring and Reporting.

In this role, she was responsible for the formulation of the organisation's short-and-long-term functional strategies to deliver sustainable development and growth aligned to the national agenda. In addition, she oversaw the development of the Strategic Plan, Annual Performance Plan and the provision of tools for Executive



Management to assist in making strategic planning less complicated and more effective. She was also required to mobilise and lobby stakeholders for the successful implementation of the EWSETA Strategic Objectives. Her team was required to conduct studies and continuous research in the energy and water sector to inform planning and strengthen business development areas. Included in this, was the development of a results-based M&E system, tools and reporting templates.

Prior to joining the EWSETA, Tsholo worked with the Institute for Democracy in South Africa (IDASA) where she stepped into various roles that saw her responsible for education, training and skills development, as well as lobbying and advocacy campaigns, curriculum development and project coordination.

"Whilst with IDASA, I trained provincial legislators throughout the country on parliamentary processes in the early days of our democracy," says Tsholo "and this gave me a platform to capacitate some of today's prominent female Ministers, who were at the time new to provincial legislation."

Tsholo has also demonstrated success as a writer, having penned several articles and monographs that have been published. She has profiled successful politicians such as Lindiwe Zulu, when she was Speaker of Gauteng Provincial Legislature. Whilst at IDASA, she also published a democracy reader on tolerance and co-authored a parliamentary pocketbook. After a short stint as an independent consultant where she focused on training, workshop facilitation and curriculum development in democracy education, lobbying and advocacy, Tsholo joined the Transport Education and Training Authority (TETA) as the Practitioner in the Road Freight Chamber.

As a Deputy Director in the Department of Labour in the mid 2000s, she was instrumental in the establishment of the Quality Council for Trades and Occupation (QCTO). However, it was her passion in skills development, and particularly sector education and training authorities, that prompted her to return to the SETA environment.

Tsholo's faith is central to her life and it helps her to serve others. She has learned to completely depend

and trust God with all her heart and not to lean on her own understanding. This revelation has assisted her as a Children's Church Pastor and a Pastors' wife, as well as to develop the discipline to juggle both her professional and ministry responsibilities and at the same time be a devoted wife and totally awesome mother to four boys and girl.

She is passionate about skills development and life-long learning and her dream is to see disadvantaged and aspirant learners succeeding in their career progression through gaining employment or developed into entrepreneurs.



"I TRULY BELIEVE THAT WE CAN ALL LEAVE A LEGACY. IT NEED NOT BE A GIGANTIC MARK, BUT IT SHOULD BE IMPACTFUL AND I WANT MY PASSION FOR THE DEVELOPMENT OF OUR COUNTRY'S YOUNG PEOPLE TO BE THE LEGACY I LEAVE" SHE CONCLUDES.





A TRULY JOYOUS OCCASION

Emerald Resort and Casino was a hive of activity on 4 March 2022 for the graduation of a large group of learners who had successfully completed learnerships for employed and unemployed learners that were hosted by Rand Water.

After an extended period of lockdown and reduced interaction between people, the sheer joy associated with the opportunity for people to gather as a group and celebrate the achievements of these young people was evident at the event.

These learnerships, that were funded by the EWSETA, have played an important role in upskilling Rand Water employees, as well as providing unemployed young people with skills required in the water sector, will play an important role in capacitating the country's water sector.



EWSETA STAFF EMPOWERED THROUGH PART TIME STUDIES

The 2021/22 financial period was a challenging and busy one for the EWSETA. In spite of this, a number of staff stepped up to the plate and successfully completed studies that will see these members of staff growing in their careers, but at the same time growing the pool of knowledge at the EWSETA.

Robyn Vilakazi, the EWSETA's CFO, has successfully completed an MBA through GIBS Business School. What is amazing about this achievement is the fact that she completed it during a time where she was not only fulfilling her duties as a CFO, but also overseeing several additional responsibilities.

The EWSETA is extremely proud of the three ladies sporting graduation gowns in the image below. From left to right: Thabisa Guma, Salome Mojapelo and Patience Montshiwa have all completed their Bachelor in HR Development at North-West University. Skills development remains the very core of what we do, and in completing their degrees, these three ladies have proved what is possible through hard work and dedication.



Robyn Vilakazi



Through the EWSETA's talent development programme, more staff at the EWSETA will be granted the opportunity to develop themselves and to secure a brighter, more successful future.

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